

AGREEMENT

THIS DOES NOT
CIRCULATE

BETWEEN

CITY OF NEWARK, City of

ESSEX COUNTY, NEW JERSEY

and

LIBRARY
Institute of Management and
Labor Relations

JUL 11 1985

RUTGERS UNIVERSITY

ESSEX COUNCIL NO. 1,

NEW JERSEY CIVIL SERVICE ASSOCIATION

X JANUARY 1, 1979 THROUGH DECEMBER 31, 1982

7KBE102181
07-14

Newark

Kenneth A. Gibson
Mayor

Division of Personnel

920 Broad Street
Newark, New Jersey 07102
201 733-8008

Brenda Veltri
Personnel Director

October 9, 1981

TO: ELTON E. HILL, BUSINESS ADMINISTRATOR
FROM: BRENDA J. VELTRI, PERSONNEL DIRECTOR *BV*
RE: CITY OF NEWARK AND ESSEX COUNCIL NO. 1 COLLECTIVE BARGAINING
AGREEMENT FOR 1979-1982

10/9/81
96

Attached herewith is a resolution authorizing the Mayor and the Business Administrator to execute a collective bargaining agreement on behalf of the City of Newark with Essex Council No. 1 for the years 1979, 1980, 1981, and 1982.

Please note that this agreement contains a provision to reopen negotiations for 1982 salaries and fringe benefits.

js
Attachment

COPY TO COUNCIL & ANALYSTS
FOR THEIR INFORMATION

Re 6: 7KBE102181

CITY CLERK'S OFFICE
NEWARK, N.J.

OCT -9 PM 4:14

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PREAMBLE

This Agreement, effective this 1st day of January 1979 entered into by and between THE CITY OF NEWARK, in THE COUNTY OF ESSEX, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "City") and ESSEX COUNCIL NO. 1 NEW JERSEY CIVIL SERVICE ASSOCIATION (hereinafter referred to as the "Association"), represents the complete and final understanding on all bargainable issues between the City and the Association and is designed to maintain and promote a harmonious relationship between the City and such of its employees who are covered by Article 1, Recognition, in order that more efficient and progressive public service may be rendered.

ARTICLE 1

RECOGNITION

In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated April 15, 1971, (Docket No. RO-78) the City recognizes the Association as the exclusive collective negotiations agent for all white collar workers employed by the City of Newark, New Jersey but excluding inspectors as identified in RO-102, craft and professional employees, managerial executive, supervisors within the meaning of the Act, confidential employees, department heads and deputy department heads and policemen covered in the aforementioned Certification and more specifically enumerated by job titles in Appendix A.

ARTICLE 2

MANAGEMENT RIGHTS

A. The City hereby retains and reserves unto itself, without limitation, all powers, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees.

2. Subject to provision of law hire all ^{of} employees and subject to the provisions/law, determine their qualifications and conditions for continued employment, assign and promote and transfer employees.

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law, including Civil Service Law.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption

of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection herewith shall be limited only by the specific and express terms hereof and are in conformance with the Constitution and Laws of New Jersey and of the United States.

C. This Agreement and Article are subject to the terms of this Agreement and to applicable laws including R.S. 40, R.S. 11, the Employer/Employee Relations Act, or any other national, state, county or local laws and ordinances, provided nothing in this Agreement shall be construed as allowing the City to alter or change this Agreement. Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority provided under said laws.

D. Employee procedural and substantive rights under Civil Service law shall be preserved.

ARTICLE 3

SENIORITY

A. Seniority is defined as the total length of service of an employee with the City commencing with his latest date of hire in conformance with Civil Service regulations.

In conformance with Civil Service Law and other applicable regulations, and whenever possible and practicable according to said Civil Service Law, employees with the greatest seniority will be given preference in layoffs, recalls, job and shift assignments and vacation schedules.

ARTICLE 4

GRIEVANCE PROCEDUREA. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the department supervisory staff and having the grievance adjusted without the intervention of the Association.

B. DEFINITION: The term "grievance" as used herein means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the Association or the City. Other grievances or other complaints shall end at step four of this Article.

C. STEPS OF THE GRIEVANCE PROCEDURES: The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement subject

to Law and shall be followed in its entirety unless any step is waived by mutual consent and provides that an Association representative may, at the option of the aggrieved, be present at step one and shall have the right to be present and participate at each step of the grievance procedure thereafter, especially if the grievance should lead to a suspension.

The words "render a decision" or "decisions" used below includes the requirement that each such decision shall be in writing, with reasons, and that a copy thereof shall be delivered to the employee and Essex Council or its representative.

STEP ONE

a. An aggrieved employee may institute action under the provisions hereof within five(5) working days of the occurrence and notice of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally.

Failure to act within said five (5) working days shall be deemed to constitute an abandonment of the grievance.

b. The Supervisor shall render a decision within five (5) working days following the receipt of the grievance.

STEP TWO

a. In the event a satisfactory settlement has not been reached, the employee may, in writing and signed, file his complaint with the Division Head (or his representative) within five (5) working days following the decision by the Supervisor or within five (5) days allotted for such decision.

b. The Division Head, or his representative, shall review the matter and render a decision in writing within five (5) working days following the receipt of the complaint.

STEP THREE

a. In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the Division Head or within five (5) working days following the time allotted for such decision, the matter may be submitted to the Director of the Department or his representative.

b. The Director of the Department, or his representative, shall review the matter and render a decision within five (5) working days following the receipt of the complaint.

STEP FOUR

a. In the event the grievance has not been resolved at Step Three, then within five (5) working days following the decision of the Director of the Department or within the five (5) working days following the time allotted for such decision, the matter may be submitted to the Business Administrator or his representative.

b. The Business Administrator or his representative shall review the matter and render a decision within five (5) working days following the receipt of the complaint.

STEP FIVE

a. Should the aggrieved person be dissatisfied with the decision of the Business Administrator, the Association may within ten (10) working days request arbitration either from when the Step 4 decision is due or rendered. The arbitrator shall be chosen in accordance with the Rules of the Public Employment Relations Commission.

b. However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Business Administrator or the time when it was due. In the event the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be cancelled

and the matter withdrawn from arbitration. The Association shall pay whatever arbitrators fees and costs may have been incurred in processing the case to arbitration.

C. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto or to add new provisions to this Agreement or any amendment or supplement thereto.

D. The costs for the services of the arbitrator shall be borne equally between the City and the Association. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

E. Employees and necessary witnesses shall have time off with pay to attend to grievances. The arbitrator shall set forth his findings of fact and reasons for making the award which shall be binding on the parties within thirty (30) days after conclusion of the arbitration hearing unless agreed to otherwise by the parties.

D. CITY GRIEVANCES

Grievances initiated by the City shall be filed directly with the Association within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) calendar days after filing a grievance between the representative of the City and the Association in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made, either party may file for arbitration in accordance with Step Five above, except matters which are cognizable before the Civil Service Commission under the provisions of Title 11. In the event the City elects to withdraw the matter from arbitration, the City shall pay whatever costs may have been incurred in processing the case for arbitration.

ARTICLE 5

ASSOCIATION REPRESENTATIVES

Accredited representatives of the Association may enter the City facilities or premises for the purpose of observing working conditions or assisting in the adjustment of grievances. When the Union desires to have such a representative enter the City's facilities, or premises, it will request such permission from the appropriate City representative. Permission will not be unreasonably withheld, provided there should be no interference with the normal business of City government. There shall be no Association meetings on City time. Association meetings may be held on City property provided such facilities are available and further provided that permission is secured in advance from the appropriate department head. The Association shall select three employee representative to handle employee grievances. The employee representatives shall be permitted to spend a reasonable amount of time to process grievances provided there is no interference of City services.

ARTICLE 6

WORK WEEK

Those employees covered by this Agreement for whom the current work week is thirty (30) hours per week, six (6) hours per day exclusive of the lunch period shall continue such work week until September 1, 1980. Effective September 1, 1980, the work week shall be thirty-five (35) hours per week, seven (7) hours per day exclusive of the lunch period. Those employees covered by this Agreement whose work week was thirty-five (35) hours or more prior to September 1, 1980, shall continue working the same number of hours as heretofore, during the life of this Agreement.

ARTICLE 7

DEFINITION OF OVERTIMEA. DEFINITION OF OVERTIME

Authorized work performed in excess of the assigned normal daily or weekly working hours for each class of positions shall be considered overtime. Employees shall be required to work a reasonable amount of overtime. Seniority shall be a factor in the assignment of overtime which shall be distributed as equitably as possible and all provisions of this Article shall apply to such overtime which has been properly directed and authorized in advance by the appropriate department head or his designee.

B. COMPENSATORY TIME OFF OR CASH PAYMENT
FOR OVERTIME

1. Employees who are required to work in excess of their normal work day or work week shall be compensated in cash or compensatory time off at the discretion of the City in accordance with the schedule noted below:

a. For those employees whose normal work day is less than eight (8) hours any overtime work beyond the maximum of that work day and up to eight (8) hours shall be compensated for at straight time (one time).

b. For those employees whose normal work week is less than forty (40) hours any overtime work beyond

the maximum of that work week and up to forty (40) hours in any calendar week shall be compensated for at straight time (one time up to forty (40) hours.)

c. Work beyond eight (8) hours in any day or forty (40) hours in any calendar week shall be compensated for at one and one-half (1 1/2) time.

Employees shall have the opportunity of requesting particular compensatory days off. Such requests shall be made within five (5) working days in advance and shall be subject to the approval of the Division head. Approval of the Division head shall not be unreasonably withheld. Reasonable attempt shall be made to provide the employee with the opportunity to utilize compensatory days within the calendar year in which they were earned. Compensatory time shall not be lost at time of termination or otherwise.

C. Employees who are required to work on a holiday shall be compensated on the following basis:

1. Employees who are regularly scheduled to work on a holiday who have worked less than forty (40) hours in that work week shall receive straight time pay for the holiday as such and straight time for all work on the holiday.

Those employees who have worked forty (40) or more hours in that work week exclusive of holidays shall receive straight time for the holiday as such and time and one-half for all time worked on the holiday.

2. Employees who have worked less than forty (40) hours in that work week on a holiday, on an emergency basis, shall be compensated on the following schedule:

a. Those employees who have worked less than forty (40) hours in that work week shall receive straight time pay for the holiday as such plus time and one-half for all time worked on the holiday.

b. Those employees who have worked over forty (40) hours in that work week exclusive of the holiday shall receive straight time pay for the holiday as such plus double time (2 time) for all time worked on the holiday.

c. An employee/^{who}is called in to work in an emergency or on his normal day off shall be compensated for a minimum of four hours according to the schedule herein-above for holidays.

ARTICLE 8

COMPENSATION

A. Effective January 1, 1979, the previous annual salary ranges of all employees covered by this Agreement shall be increased by five (5%) and according to the Master Pay Grade Schedule as attached hereto and made a part hereof (Appendix B).

B. Effective January 1, 1980, the annual salary ranges of all employees covered by this Agreement shall be increased by five percent (5%) and according to the Master Pay Grade Schedule as attached hereto and made a part hereof (Appendix B)

C. Effective September 1, 1980, the annual salary ranges of all employees covered by this Agreement who are currently working a 30 hour work week shall be increased eleven and one-ninth percent (11-1/9%) and according to the Master Pay Grade Schedule as attached hereto and made a part hereof (Appendix B) as compensation for working a thirty-five (35) hour work week effective September 1, 1980.

D. Effective January 1, 1981, the annual salary ranges of all employees covered by this Agreement shall be increased in the amount of five percent (5%) and according to the Master Pay Grade Schedule as attached hereto and made a part hereof (Appendix B).

ARTICLE 9

HOLIDAYS

Paid holidays shall be granted to all employees subject to this Agreement in accordance with the schedules ordained by the Municipal Council to be effective commencing January of each year.

ARTICLE 10

VACATION LEAVE

A. Employees covered in this Agreement shall be entitled to vacation leave with pay, based on their years of service and in accordance with N.J.S.A. 11:24A et seq. and Ordinance 6S and FB, adopted April 2, 1975, as follows:

During an employee's first calendar year of employment, vacation leave shall be earned at the rate of one (1) working day of vacation for each month of service from his/her date of original employment continuing on this basis through the remainder of the calendar year. An employee hired on or before the fifteenth (15th) day of the month shall receive vacation leave credit for that month. An employee hired on the sixteenth (16th) day of the month or thereafter shall not receive vacation credit for that month. As of January 1, following an employee's original date of employment and for each subsequent January 1st the following schedule shall apply:

Twelve (12) working days vacation thereafter for every year and up to the completion of nine (9) years of service.

Fifteen (15) working days vacation after the completion of nine (9) years of service and up to the com-

pletion of nineteen (19) years of service.

Twenty (20) working days vacation after the completion of nineteen (19) years of service and thereafter.

B. For the purposes of efficient vacation scheduling and in accordance with the above schedule, an employee may be credited with vacation leave (in each appropriate calendar year) prior to the leave earned with the assumption that the employee will be employed for the full calendar year. However, an employee whose service is terminated or is placed on leave of absence without pay prior to the end of the calendar year shall have all non-earned vacation leave deducted from his/her last paycheck. An employee who has been terminated shall be entitled to the vacation allowance of all accumulated time plus vacation days prorated for the current year based upon the number of months worked in the calendar year in which the termination or leave of absence without pay becomes effective. An employee whose service is terminated on the sixteenth (16th) of the month or thereafter shall receive vacation credit for the month.

C. An employee who is on leave of absence without pay shall not earn vacation credits while on such leave nor shall he/she be granted prior earned credits until he/she shall return to active status. Upon return to employment, an employee who has been on an approved leave of absence shall have such time of his/her leave adjusted based on his/her original date of employment and shall receive vacation leave in accordance with the provisions of this agreement.

D. According to the above schedule, all earned vacation credits shall be paid to the employee or to his/her estate in case of death or termination in accordance with existing law.

E. An employee who is on sick leave with pay or an employee who is injured or disabled as a result of, or arising from his/her employment shall continue to receive vacation credits in the same manner as that granted for active status.

F. Vacation leave can only be taken with the approval of an employee's Department Head or Division Manager and according to appropriate seniority rights.

G. All part-time employees shall receive vacation credit allowance on a proportionate basis. Seasonal employees are not eligible to earn vacation leave.

H. Vacation leave allowed for any given year should be used during the year in which it is granted. Where in any calendar year the vacation leave or any part thereof is not granted by reason of the pressure of the City's business, such vacation periods or parts thereof not granted shall accumulate and shall be granted during the next succeeding year only. Under no circumstances shall more than one (1) year of allowed vacation leave be carried over into the following year.

I. An employee who becomes ill or incapacitated while on vacation may upon proper notification and verification to the appointing authority, transfer time required for illness or incapacity to available sick leave credits. However, this transfer shall not extend the date of return from vacation unless otherwise approved by the appointing authority.

J. Vacation leave is not transferable from one grant program to another, nor from a grant program to the City, nor from the City to the grant program. An employee

b. The City may consider an absence by an employee without notice for five (5) consecutive days to constitute a resignation.

E. Verification of Sick Leave

1. An employee who shall be absent on sick leave for three (3) or more consecutive working days may be required to submit acceptable medical evidence substantiating the illness.

a. An employee who has been absent on sick leave for periods totalling ten (10) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one day or less in which case only one certificate shall be necessary for a period of six (6) months.

b. The City may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease a certificate from the Department of Health shall be required.

3. In case of death in the immediate family, reasonable proof may be required.

4. The City may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the City, by a physician designated by the City. Such physician designated by the City may consult with the employee's physician and shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

ARTICLE 13

LEAVE OF ABSENCE

A. Every employee subject to this Agreement may be granted a Leave of Absence according to applicable Civil Service Rule for the State of New Jersey, revised April 15, 1971.

B. Any employee who is a duly authorized representative of Essex Council shall be granted a Leave of Absence to attend a State Convention of the New Jersey Civil Service Association pursuant to the provisions of N.J.S.A. 38:23-2.

C. The provisions of N.J.S.A. 2A:69-5 shall apply for employees covered in this Agreement.

ARTICLE 14

DISABILITY LEAVE

An employee who is disabled because of occupational injury or disease shall be accorded disability leave with pay according to Civil Service Rule 4:1-17.9(b) and N.J.S.A. 11:24A-4.

JRBE 102181

ARTICLE 15

EMPLOYEE TRAINING

A. The City and the Association agree that training is an integral function of management and an essential requirement for all employees to promote acceptable and increased levels of competence.

B. The Association agrees that it will encourage members of the bargaining unit to maintain acceptable and increased levels of competence by:

1. Keeping abreast of changes occurring in their field, craft, trade, profession or occupation.

2. Participating in development activities in order to perform more efficiently in current and future assignments. These development activities may include on-the-job training and classroom training.

3. Realizing that not all training and development are directly related to their jobs and that they have a responsibility for self development.

C. The City will plan and provide for training and development of employees to meet acceptable and increasing levels of competence.

D. The City and the Association agree to meet upon written notice of either party to consider training and development programs for employees covered by this Agreement. Such programs may include partial or full reimbursement by the City for approved courses which are completed by employees.

ARTICLE 16

BULLETIN BOARDS

Bulletin Boards shall be made available by the City at each work location for the use of the Union for the purpose of posting Association announcements and other information of an unethical nature. The Director of the Department, or his representative may have removed from the Bulletin Boards any material which does not conform with the intent and provisions of this Article.

ARTICLE 17

EMPLOYEE PERFORMANCE

A. The Association agrees to support and cooperate with the City and the City agrees to support and cooperate with the Association in improving employee performance. In furtherance thereof the Association shall encourage all employees to:

1. Be in attendance and punctual for scheduled work hours, unless unavoidably prevented.

2. Give such effort to their work as is consistent with the requirements thereof.

3. Avoid waste in the utilization of materials and supplies.

4. Maintain and improve levels of performance.

5. Assist in preventing accidental injury to themselves and others.

6. Cooperate in the installation of methods and technological improvements and suggest other improvements where possible.

7. Assist where possible in building good will between the City, the Association and the public at large.

B. The Association recognizes that it is the City's responsibility to determine levels of performance for employees, and to establish standards and methods to provide services to the public in the most efficient manner possible.

C. Pursuant to Civil Service Rules and Regulations, standards for acceptable levels of performance may be established and employees evaluated by the City in relation to the duties and responsibilities of each job.

D. An acceptable level of employee performance shall be attained only if performance is adequate and acceptable in all major aspects of the job requirements. Consideration shall be given to all aspects of performance including requisite attitudes and conduct as well as production and efficiency of work. Consistently poor judgment, lack of diligence, undependability, inaccurate work, improper use of leave, and personal relationships which hamper individual or group effectiveness are representative of conduct and attitudes which may be the basis for disapproval of salary increment or adjustment.

E. Appeals from denial of a salary increment or adjustment for failure to meet acceptable levels of employee performance may be processed through the grievance procedure.

ARTICLE 18

DEDUCTIONS FROM SALARY

A. The City agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 53:14-15,9e as amended. Said monies, together with records of any corrections, shall be transmitted to the Association office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, Association shall furnish to the City written notice prior to the effective date of such change and shall furnish to the City either new authorizations from its official notification on the letterhead of the Association and signed by the President and Secretary of the Association advising of such changed deduction.

C. The Association will provide the necessary "Check off authorization" form and the Association will secure the signature of its members on the forms and deliver the signed

forms to the Director of Finance. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deductions authorization cards submitted by the Association to the City or in reliance upon the official notification on the letterhead of the Association and signed by the President and Secretary of the Association advising of such changed deduction.

ARTICLE 19

UNUSED SICK LEAVE

Effective January 1, 1982, the City agrees to implement the following program to convert unused sick time into a cash payment for the employees covered in this agreement at the time of their retirement.

A. For an employee who has accumulated zero (0) to fifty (50) days of unused sick time at the effective date retirement there shall be no payment.

B. For an employee who has accumulated fifty-one (51) to one hundred and fifty (150) unused days of sick time inclusive, at the effective date of retirement there shall be a payment in the amount of twenty (25%) percent of the value of sick days exceeding 50 days computed on the average daily base permanent salary, exclusive of longevity, overtime, and all other compensation of the employees for the 12 months preceding the effective date of retirement.

C. For an employee who has accumulated more than one hundred and fifty (150) days of unused sick time at the effective date of retirement there shall be a payment as in section B above for the first 150 days and a payment in the amount of fifty (50%) percent of the value of the remaining

accumulated sick time computed on the average daily base permanent salary, exclusive of longevity, overtime and all other compensation of the employee for the 12 months preceding the effective date of retirement up to a total maximum of twelve-thousand dollars (\$12,000.00).

ARTICLE 20

NO STRIKE AND LOCKOUT PLEDGE

A. During the term of this Agreement the Association agrees on behalf of itself and insofar as it is legally possible on behalf of each of its members that there will be no strike of any kind and the City agrees that it will not cause any lockout.

B. The Association covenants and agrees that neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work or sustenance in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.

C. In the event of a strike, slowdown, walkout, or job action, it is covenanted and agreed that participation in any such activity by an employee shall be deemed grounds for

disciplinary action including termination of such employment of such employee or employees subject, however, to the application of the Civil Service Law.

D. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

7RBE 10.2.18!

ARTICLE 21

NON DISCRIMINATION

A. There shall be no discrimination by the City or the Association against an employee on account of race, color, creed, sex or national origin.

B. There shall be no discrimination, interference, restraint or coercion by the City or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Association or because of any lawful activities by such employees covered under this Agreement. The Association, its members and agents shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Association.

ARTICLE 22

SEPARABILITY AND SAVINGS

A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE 23

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement except as stated otherwise in this contract.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

ARTICLE 24

DURATION AND REOPENER

This Agreement shall be in full force and effect as of January 1, 1979 and shall be in effect to and including December 31, 1982.

A. After January 1, 1981, the Association may request the City to negotiate the possibility of including an agency shop clause in this Agreement.

B. The Association and the City agree to negotiate only salary and medical fringe benefits for the year 1982. The parties agree to reopen negotiations for such benefits upon reasonable notice prior to January 1, 1982.

7RBE102181

ARTICLE 25

TRAVEL ALLOWANCE

Effective May 1, 1980 local travel allowance shall be provided to eligible employees in the Tax Assessor's Office to cover incurred expenses for business travel on behalf of the City at the rate of \$3.00 per diem for each working day on which the employee so travels. For other employees covered by this agreement the current City policy regarding travel allowances shall continue.

7RBE102181

IN WITNESS WHEREOF, the parties hereto have set their
hands and seals at Newark, New Jersey on this day of 1981.

CITY OF NEWARK

BY: _____

ATTEST: _____

ESSEX COUNCIL NO. 1
NEW JERSEY CIVIL SERVICE ASSOCIATION

BY: _____

ATTEST: _____

APPENDIX A
ALPHABETICAL LISTING
(TITLE CODES NOT APPLICABLE)

TITLE	TITLE AND RANGE NO.
Account Clerk, 252140	Administrative Secretary, Department of Engineering
Account Clerk, Typing 252150	Administrative Secretary, Department of Finance 640490
Accountant, (37½ hrs.) 999474	Administrative Secretary, Department of Public Works 640360
Accountant (30 hrs.) 241140	Administrative Secretary, Department of Recreation & Parks 640140
Accountant, Health & Welfare 999268	Administrative Secretary, Division of Water Supply 640450
Accounting Assistant (37½ hrs.) 241180	Administrative Secretary, Division of Welfare 640625
Accounting Assistant (30 hrs.) 999700	Administrative Secretary, Fire Department 640660
Accounting Procedures Analyst 240050	Allergy Technician 442120
Accounts Payable Manager	Analyst, Health & Welfare 701065
Addressograph Machine Oper.	Architectural Draftsman 121095
Administrative Clerk, Department of Administration 650125	Assessment Data Coordinator 293110
Administrative Clerk, Department of Health & Welfare	Assessment Records Librarian (11) 999042
Administrative Clerk, Division of Water Supply	Assessing Clerk 294050
Administrative Clerk, Medical Records Review 650480	Assistant Assessor 293170
Administrative Officer, Fire Department (37½ hrs.) 650030	Assistant Chemist 999269
Administrative Officer, Police Department 650290	Assistant Chief Bacteriologist 202015
Administrative Secretary 640140	Assistant Chief Clerk, Division of Streets & Sidewalks 690260
Administrative Secretary, Municipal Courts 999011	Assistant Chief Clerk, Department of Health & Welfare 690560
Administrative Secretary, Police Department 640535	Assistant Chief Clerk, Director's Office (Public Works) 690610
Administrative Secretary, Assessments 640550	Assistant Chief Clerk, Division of Health 999270
Administrative Secretary, Department of Administration, 640065	Assistant Chief Clerk, Division of Inspection 690570

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Assistant Chief Clerk, Division of
Motors 690590

Assistant Chief Clerk, Division of
Sanitation 690600

Assistant Chief Clerk, Division of
Welfare 690565

Assistant Chief Clerk, Fire Department
690660

Assistant Chief Clerk, Office of the
Mayor 690540

Assistant Chief Clerk, Police Department
690640

Assistant Chief Municipal Court Clerk
310090

Assistant Chief Pharmacist 460040

Assistant Chief Serologist 207020

Assessment Data Coordinator 293110

Assessment Records Librarian 999042

Assistant Engineer 110160

Assistant Fire Surgeon 391080

Assistant Municipal Comptroller (37½ hrs.)
232060

Assistant Municipal Treasurer 231040

Assistant Payroll Supervisor 260050

Assistant Planner 130070

Assistant Planning Director 130020

Assistant Police Surgeon 391070

Assistant Secretary, A.B.C. 641250

Assistant Supervising Cashier
270050

Assistant Supervisor, Accounts Payable
250270

Assistant Supervisor of Collection
Representatives 280020

Assistant Supervisor, Special Tax Services
999271

Assistant Supervisor of Tax Services
282020

Assistant Supervisor of Water Meter
Readers 053050

Assistant Supervisor, Bureau of Dog Control
999272

Assistant Supervisor, Chemical Laboratory
999273

Assistant Supervisor, Customer Service

Assistant Supervisor, Tabulating Machine
Operators 685040

Assistant Supervisor, Visual Health Education
999092

Assistant Traffic Engineer 100040

Assistant Water Conservator 999274

Attendant, Baths & Pools 623180

Auditor, (37½ hrs.) 233050

Bacteriologist 202050

Bond & Interest Clerk 999044

Building Maintenance Inspector 163250

Building Service Worker 181070

Buyer 662140

Biostatistician, C. H. S. 999346

Cashier, Municipal Courts 999100

Cashier, Mayor's Office 270100

Cashier, Health & Welfare 999100

Cashier, Water Accounting 270100

Chaplain, Fire Department 722020

Chaplain, Police Department 722030

Chauffeur

Chauffeur, Department of Health & Welfare (40 Hrs.)

Chauffeur, Department of Public Works (40 hrs.)

Chemist

Chemist, Testing and Analytical Laboratory 200207

Chemist, Water (40 hrs.) 200180

Chief Accountant (30 hrs.) 241010

Chief Accountant (37½ hrs.) 241010

Chief Accountant, Tax Accounting 241040

Chief Accountant, Tax Accounting (37½ hrs.) 241040

Chief Bacteriologist (14) 202010

Chief Chemist 200010

Chief Chemist, Water 200030

Chief Clerk, Assessments 690225

Chief Clerk, Division of Streets And Sidewalks 690050

Chief Clerk, Division of Traffic & Signals 690070

Chief Clerk, Law Department 690010

Chief Clerk, NHRC 191106

Chief Clerk, Department of Engineering 690230

Chief Clerk, Department of Health & Welfare 690120

Chief Clerk, Department of Public Works 690370

Chief Clerk, Division of Central Purchase 690160

Chief Clerk, Division of Health 690270

Chief Clerk, Division of Inspections 690190

Chief Clerk, Division of Licenses 690180

Chief Clerk, Division of Motors 690500

Chief Clerk, Division of Sanitation 690210

Chief Clerk, Division of Sewers 101100

Chief Clerk, Division of Welfare 690125

Chief Clerk, Office of the Mayor 690300

Chief Clerk, Recreation & Parks 999035

Chief Community Relations Specialist 999003

Chief Guard, Watershed 332010

Chief Municipal Court Clerk 310080

Chief Purchasing Inspector 662150

Chief Serologist 207010

Chief Surveyor, Engineering 999970

Chief Surveyor, Assessments 132010

Chief Clerk, Department of Recreation & Parks 999035

Chief Veterinarian 370010

Chief Water Plant Operator 055400

Claims Examiner 530020

Claims Examiner, Compensation 530040

Clerk (2) 651070

Clerk Chauffeur 090110

Clerk Messenger

Clerk Stenographer 653100

Clerk Typist 654310

718E 10 2181

Clinic Attendant	497100	Engineering Aide (35 hrs.)	999741
Civil Engineer	999971	Engineering Draftsman	121060
Collection Representative	280050	Estimator of Water Services	169780
Community Relations Coordinator	999113	Epidemiologist	394030
Community Relations Specialist	540110	Environmental Specialist	200113
Community Relations Specialist, Puerto Rican & Spanish Affairs	540120	Field Representative, NHRC	999498
Compensation Awards Clerk	999114	Field Representative, Ausio Visual Education	602020
Court Attendant	313090	Field Representative, City Clerk's Office	
Court Interpreter	313100	Field Representative, Division of Inspection	
Culture Collector	206180	Field Representative, Venereal Disease, C. H.	999067
Customer Service Representative (10)	999281	Fire Alarm Systems Mechanic	
Cytologist, C. H. S.	204030	Fire Medical Records Coordinator	191109
Custodian of Records, City Clerk	655050	Fire Surgeon	391050
Data Control Clerk	683040	Forester	152010
Data Control Clerk, Water Accounts	683045	Health Aide	261010
Data Processing Coordinator Fire Department	999361	Health Educator, C. H. S.	496040
Demolition Expediter	999473	Interpreter, Spanish-City Clerk	610040
Dental Assistant	471060	Investigator, Board of Adjustments	131100
Dental Hygienist	471090	Investigator, Division of Inspections	
Deputy Municipal Court Clerk	310110	Investigator, Venereal Disease	492100
Deputy Registrar of Vital Statistics	302060	Investigator, ABC	999454
Assistant Tax Collector	280191	Key punch Machine Operator	684060
Designing Engineer	999216	Laboratory Assistant, Health & Welfare	206140
Docket Clerk	302200	Laboratory Technician	206070
Dog Warden	371050	Laborer, City Clerk's Office	999050
Draftsman	122050	Legal Stenographer	653160
Draftsman, Water	122050		
Elevator Operator (35 hrs.)	022020		

Legal Stenographer, Health & Welfare 653160

Legal Stenographer, Office of the Mayor 033270

Lifeguard & Swim Instructor

Lineman Helper (42 hrs.) Fire 033270

Lineman Helper (40 hrs.) Police 033280

Licensed Practical Nurse, C. H. S.

Mail Clerk

Market Supervisor 210010

Mechanical Stores Clerk (40 hrs.) 660430

Medical Records Clerk 999762

Medical Social Worker 511210

Medical Stenographer 653240

Medical Technologist 443070

Medical Technologist, C.H.S. 443070

Messenger 643130

Messenger, Public Works

Municipal Court Clerk 310095

Municipal Emergency Welfare Coordinator 999236

Nutritionist, C. H. S. 999060

Occupational Therapist

Parking Lot Attendant 090450

Parking Meter Cashier 999065

Parking Meter Supervisor 045010

Parking Violations Officer (37 1/2 hrs.) 312090

Payroll Supervisor 260016

Pharmacist 460060

Photographer, Office Appliance Operator

Photographer and Supervising Office Appliance Operator 600070

Photostat Operator 670090

Physical Education Instructor 354070

Planning Draftsman 120050

Police Matron (40 hrs.) 340230

Police Property Clerk (37 1/2 hrs.) 660270

Police Records Clerk 343150

Police Surgeon 391040

Practical Nurse 420510

Principal Account Clerk 252040

Principal Account Clerk, Typing 252060

Principal Accountant, Water 241100

Principal Accountant, Water (37 1/2 hrs.) 241100

Principal Assistant Assessor 293150

Principal Auditor (30 hrs.) 233030

Principal Auditor (37 1/2 hrs.) 233030

Principal Clerk 651040

Principal Clerk, Typing 651050

Principal Clerk Bookkeeper 253030

Principal Clerk Stenographer 653030

Principal Engineer 110090

Principal Engineer, Water 999096

Principal Engineering Aide 124030

Principal Engineering Draftsman 121030

Principal Index Clerk 302270

Principal Legal Stenographer 653330

Principal Office Appliance Operator

Principal Planner 130030

Process Server 313170

Public Relations & Recruitment

999008

Public Relations Officer, Fire 541050

Public Works Inspector 166090

Purchasing Expediter, Division of Motors

662030

Purchasing Inspector 662180

Real Estate Officer

Receptionist, Food Service Worker 642050

Receptionist, Typing 999353

Receptionist, Mayor's Office, Typing 642020

Receptionist, Planning Office, Typing

Receptionist, Public Building 999290

Receptionist, Welfare Office 642020

Records Control Clerk

Recreation Leader (40 hrs.) 620350

Recreation Maintenance Man 620530

Recreation Supervisor (40 hrs.) 999778

Recreation Supervisor, Arts & Crafts (40 hrs.) 620280

Recreation Supervisor, Aquatics (40 hrs.) 620320

Recreation Supervisor, Drama (40 hrs.) 620210

Recreation Supervisor, Music 620230

Recreation Supervisor, Sports (40 hrs.) 620310

Rent Collections Analyst 999291

Rent Collector 999292

Reservoir Attendant (40 hrs)

Sanitary Landfill Supervisor 050010

Secretarial Assistant 641510

Secretary, Board of Adjustment 641070

Secretary, Board of Alcoholic Beverage Control 999234

Secretary, Employees Retirement System 641220

Senior Account Clerk 252090

Senior Accountant (30 hrs.) 241120

Senior Accountant (37 1/2 hrs.) 241120

Senior Accountant, Health & Welfare 999238

Senior Accounting Procedures Analyst 240040

Senior Assessing Clerk 294040

Senior Assistant Assessor 293160

Senior Attendant, Baths & Pools 623170

Senior Auditor (37 1/2 hrs.) 233040

Senior Bookkeeping Machine Operator 674040

Senior Bookkeeping Machine Operator, Health & Welfare 674040

Senior Buyer 662130

Senior Cashier 270080

Senior Chemist, Testing and Analytical Laboratory 200205

Senior Clerk 651060

Senior Clerk Attendant

Senior Clerk Stenographer 653060

Senior Clerk Transcriber 671030

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Senior Clerk Typist 654290
 Senior Community Relations Specialist 99325
 Senior Computer Operator
 Senior Data Control Clerk 683030
 Senior Engineer 110100
 Senior Engineer, Water 110100
 Senior Engineering Aide 124040
 Senior Engineering Draftsman 121040
 Senior Keypunch Machine Operator (8) 684040
 Senior Legal Stenographer 653150
 Senior Medical Stenographer 653230
 Senior Microfilm Operator 670120
 Senior Office Appliance Operator 670030
 Senior Photostat Operator 670080
 Senior Planner 130040
 Senior Records Control Clerk
 Senior Sewer Inspector 169080
 Senior Skate Guard 622150
 Senior Statistical Typist 221020
 Senior Stock Clerk 660880
 Senior Street & Sidewalk Inspector 164080
 Senior Systems Analyst 681005
 Senior Tabulating Machine Operator 685070
 Senior Venereal Disease Attendant 492120
 Senior Water Meter Reader 053140
 Senior Welfare Investigator 522040
 Senior X-Ray Technician 440170

Shelter Coordinator 360190
 Social Case Worker
 Social Casework Supervisor 512070
 Stableman 373040
 Stock Clerk 660390
 Stock Handler 660310
 Stock Handler, Water 660310
 Storekeeper (30-hrs.) 660040
 Storekeeper, Central Purchase (30 hrs.) 660040
 Storekeeper, Division of Motors (10) 660080
 Storekeeper, Pharmaceutical Supplies 660040
 Storekeeper, Water 999242
 Street and Sidewalk Inspector 164190
 Street Lighting Inspector 076100
 Supervising Cashier 270040
 Supervising Chemist, Testin and Analytical Laboratory 999243
 Supervising Control Clerk 999298
 Supervising Court Attendant 390001
 Supervising Inspector, Public Works 166060
 Supervising Inventory Clerk 660200
 Supervising Office Appliance Operator 670010
 Supervising Principal Account Clerk 25203
 Supervising Principal Assistant Assesor 293190
 Supervising Principal Clerk 651020
 Supervising Principal Clerk, City Clerk's Office
 Supervising Principal Clerk Stenographer 653020

Supervisor, Telephone Operator
630070

Supervisor of Accounts, Engineering

Supervisor of Accounts, Finance
999478

Supervisor of Accounts, Fire 250030

Supervisor of Accounts, Health 999249

Supervisor of Accounts, Inspections

Supervisor of Accounts, Police 250030

Supervisor of Accounts, Public Works
250030

Supervisor of Accounts, Sanitation
250030

Supervisor of Accounts, Water
250040

Supervisor of Collections Representatives
280010

Supervisor of Customer Service 250018

Supervisor of Data Control, Accounts
Payable 250170

Supervisor of Accounts, Directors Office
999251

Supervisor of Data Control, Water Accounts
683020

Supervisor of Data Processing Programming
S

Supervisor of Housekeeping 999256

Supervisor of Inventory Control

Supervisor of Patient Accounts 250160

Supervisor of Operations, Special Taxes
999257

Supervisor of Records Control

Supervisor of Special Tax Services 999259

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Supervisor of Tabulating Machine Operation
685011

Supervisor of Tax Services 282010

Supervisor of Telephone Systems 999261

Supervisor of Welfare Accounts 521030

Supervisor of Welfare Central Clearance
521020

Supervisor, Accounts Payable 995414

Supervisor, Addressograph Machine Operator

Supervisor, Adjustment Section 999264

Supervisor, Audio Visual Education
999261

Supervisor, Bookkeeping Machine Operators

Supervisor, Bureau of Dog Control
371010

Supervisor, Check Reconciliation 2500

Supervisor, Bureau of Vital Statistics
302070

Supervisor, Central Mailing Room

Supervisor, Public Health Laboratories
490080

Supervisor, Real Estate Sales 290041

Supervisor, Surplus Commodities 661045

Supervisor, Water Accounts, Receivable
Records

Surveyor, Assessments 999305

Systems Analyst 681010

Tabulating Machine Operator 685100

Tape Librarian 999266

Tax Account Searcher 281110

Telephone Operator 630120

Timekeeper 261050
 Title Searcher 290070
 Traffic Analyst 101090
 Traffic Enumerator
 Traffic Investigator 101110
 Treasurer, Employees Retirement System
 712080
 Truck Driver, Civil Defense (40 hrs.)
 999306
 Veterinarian 320030
 Visual Aide Technician 602030
 Watchman 333060
 Water Account Investigator 999017
 Water Account Searcher 252120
 Water Conservator 999307
 Water Meter Reader 053150
 Water Treatment Plant Operator
 055410
 Watershed Inspector (40 hrs.)
 Welfare Investigator 522060
 X-Ray Assistant 999464
 X-Ray Technician 440200
 Assistant Supervising Public Health
 Physician, Chest Diseases P.T. (10 hrs.)
 999317
 Cardiologist, P.T. (6 hrs.) 404050
 Chiropodist, P.T. (6 hrs.) 404050
 Dental Radiologist, P.T. (15 hrs.) 999318
 Dentist, P.T. (6 hrs.) 470090
 Ophthalmologist (7 hrs.) P.T. 400030
 Optometrist, P.T. (6 hrs.) 400060
 Orthodontist, P.T. (4 hrs.) 470100

Orthopedist, P. T. (4 hrs.) 405030
 Pediatrician, P.T. (10 hrs.) 402040
 Pediatrician, P.T. (4 hrs.) 402040
 Public Health Physician, P.T. (6 hrs.) 490100
 Public Health Physician, P.T. Chest Diseases
 (8 hrs.) 999477
 Public Health Physician, P.T. Chest Diseases
 (10 hrs.) 999477
 Public Health Physician, P.T. Chest Diseases
 (13 hrs.)
 Radiologist, P. T. (8 hrs.) 440040
 Supervising Dentist, P.T. (15 hrs.) 470030
 Supervising Public Health Physician P.T.
 (12 hrs.) 999244
 Supervising Public Health Physician P.T.
 (Contagious Disease, 12 hrs.) 490090
 Supervising Public Health Physician P.T.
 Chest Disease (12 Hrs.)
 Supervising Public Health Physician P.T.
 Child Hygiene Bureau (15 hrs.) 777702

APPENDIX B
CITY OF NEWARK
MASTER PAY GRADE SCHEDULE
EFFECTIVE - 1/1/79

7RBE102181
SCHEDULE A

GRADE	RANGE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	INCREMENT
1	5,806.50 - 7,059.15	5,806.50	6,119.66	6,432.32	6,745.98	7,059.15	313.16
2	6,097.35 - 7,413.00	6,097.35	6,426.26	6,755.17	7,084.08	7,413.00	328.91
3	6,402.90 - 7,782.60	6,402.90	6,747.82	7,092.74	7,437.66	7,782.60	344.92
4	6,722.10 - 8,172.15	6,722.10	7,084.61	7,447.12	7,809.63	8,172.15	362.51
5	7,059.15 - 8,581.65	7,059.15	7,439.77	7,829.39	8,201.01	8,581.65	380.52
6	7,413.00 - 9,010.05	7,413.00	7,812.26	8,211.52	8,610.78	9,010.05	399.26
7	7,782.60 - 9,460.50	7,782.60	8,202.07	8,621.55	9,041.01	9,460.50	419.47
8	8,172.15 - 9,934.05	8,172.15	8,612.52	9,053.09	9,493.56	9,934.05	440.47
9	8,581.65 - 10,235.40	8,581.65	8,995.08	9,408.51	9,821.94	10,235.40	413.43
10	9,010.05 - 10,747.80	9,010.05	9,444.48	9,878.91	10,313.34	10,747.80	434.43
11	9,460.50 - 11,074.35	9,460.50	9,863.96	10,267.42	10,670.88	11,074.35	403.46
12	9,934.05 - 11,627.70	9,934.05	10,357.46	10,780.97	11,204.23	11,627.70	423.41
13	10,235.40 - 12,209.40	10,235.40	10,728.90	11,222.40	11,715.90	12,209.40	493.50
14	10,747.80 - 12,819.45	10,747.80	11,265.71	11,783.62	12,301.53	12,819.45	517.91
15	11,074.35 - 13,459.95	11,074.35	11,670.75	12,267.15	12,863.55	13,459.95	596.40
16	11,627.70 - 14,133.00	11,627.70	12,254.02	12,830.34	13,506.66	14,133.00	626.32
17	12,209.40 - 14,836.50	12,209.40	12,866.17	13,522.94	14,179.71	14,836.50	656.77
18	12,819.45 - 15,582.00	12,819.45	13,510.08	14,200.71	14,891.34	15,582.00	690.63
19	13,459.95 - 16,361.10	13,459.95	14,185.23	14,910.51	15,635.79	16,361.10	725.28
20	14,133.00 - 17,187.45	14,133.00	14,896.61	15,660.22	16,423.83	17,187.45	763.61
21	14,836.50 - 18,037.95	14,836.50	15,636.86	16,437.22	17,237.53	18,037.95	800.36
22	15,582.00 - 18,939.90	15,582.00	16,421.47	17,260.94	18,100.41	18,939.90	839.47
23	16,361.10 - 19,887.00	16,361.10	17,242.57	18,124.04	19,005.51	19,887.00	881.47
24	17,187.45 - 20,881.35	17,187.45	18,110.92	19,034.39	19,957.86	20,881.35	923.47
25	18,037.95 - 21,925.05	18,037.95	19,009.72	19,981.49	20,953.26	21,925.05	971.77
26	18,939.90 - 23,021.25	18,939.90	19,960.23	20,980.56	22,000.89	23,021.25	1,020.33
27	19,887.00 - 24,172.05	19,887.00	20,958.26	22,029.52	23,100.78	24,172.05	1,071.26
28	20,881.35 - 25,384.80	20,881.35	22,007.21	23,133.07	24,258.93	25,384.80	1,125.86
29	21,925.05 - 26,650.05	21,925.05	23,106.30	24,287.55	25,468.80	26,650.05	1,181.35
30	23,021.25 - 27,982.50	23,021.25	24,261.56	25,501.87	26,742.18	27,982.50	1,240.31
31	24,172.05 - 29,324.40	24,172.05	25,460.13	26,748.21	28,036.29	29,324.40	1,288.03
32	25,384.80 - 30,790.20	25,384.80	26,736.15	28,087.50	29,433.85	30,790.20	1,351.35
33	26,650.05 - 32,329.50	26,650.05	28,069.91	29,489.77	30,909.63	32,329.50	1,419.86
34	27,982.50 - 34,013.70	27,982.50	29,490.30	30,993.10	32,505.90	34,013.70	1,507.30
35	29,322.15 - 35,714.70	29,322.15	30,965.28	32,548.41	34,131.54	35,714.70	1,583.13
36	30,851.10 - 37,500.75	30,851.10	32,513.51	34,175.92	35,838.33	37,500.75	1,662.41
37	32,393.55 - 39,376.05	32,393.55	34,139.17	35,884.79	37,630.41	39,376.05	1,745.62
38	34,013.70 - 41,344.80	34,013.70	35,846.47	37,679.24	39,512.01	41,344.80	1,832.77
39	35,714.70 - 43,412.25	35,714.70	37,639.03	39,563.46	41,437.84	43,412.25	1,924.38
40	37,500.75 - 45,582.60	37,500.75	39,521.21	41,541.67	43,562.13	45,582.60	2,020.46

CITY OF NEWARK
MASTER PAY GRADE SCHEDULE
EFFECTIVE - 1/1/80

INBE 102181
SCHEDULE B

GRADE	RANGE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	INCREMENT
1	6,096.82 - 7,412.10	6,096.82	6,425.64	6,754.46	7,083.28	7,412.10	328.82
2	6,402.21 - 7,783.65	6,402.21	6,747.57	7,092.93	7,438.29	7,783.65	345.36
3	6,723.04 - 8,171.73	6,723.04	7,085.21	7,447.38	7,809.55	8,171.73	362.17
4	7,058.20 - 8,580.75	7,058.20	7,438.83	7,819.46	8,200.09	8,580.75	380.63
5	7,412.10 - 9,010.73	7,412.10	7,811.75	8,211.40	8,611.05	9,010.73	399.65
6	7,783.65 - 9,460.55	7,783.65	8,202.87	8,622.09	9,041.31	9,460.55	419.22
7	8,171.73 - 9,933.52	8,171.73	8,612.17	9,052.61	9,493.05	9,933.52	440.44
8	8,580.75 - 10,430.75	8,580.75	9,043.25	9,505.75	9,968.25	10,430.75	462.50
9	9,010.73 - 10,747.17	9,010.73	9,444.84	9,878.95	10,313.06	10,747.17	434.11
10	9,460.55 - 11,285.19	9,460.55	9,916.71	10,372.87	10,829.03	11,285.19	456.16
11	9,933.52 - 11,628.06	9,933.52	10,357.15	10,780.78	11,204.41	11,628.06	423.63
12	10,430.75 - 12,209.08	10,430.75	10,875.33	11,319.91	11,764.49	12,209.08	444.58
13	10,747.17 - 12,819.87	10,747.17	11,265.34	11,783.51	12,301.68	12,819.87	518.17
14	11,285.19 - 13,460.42	11,285.19	11,828.99	12,372.79	12,916.59	13,460.42	543.80
15	11,628.06 - 14,132.94	11,628.06	12,254.28	12,880.50	13,506.72	14,132.94	626.22
16	12,209.08 - 14,839.65	12,209.08	12,866.72	13,524.36	14,182.00	14,839.65	657.64
17	12,819.87 - 15,578.32	12,819.87	13,509.48	14,199.09	14,888.70	15,578.32	689.61
18	13,460.42 - 16,361.10	13,460.42	14,185.59	14,910.76	15,635.93	16,361.10	725.17
19	14,132.94 - 17,179.15	14,132.94	14,894.49	15,656.04	16,417.59	17,179.15	761.55
20	14,839.65 - 18,046.82	14,839.65	15,641.44	16,443.23	17,245.02	18,046.82	801.79
21	15,578.32 - 18,939.84	15,578.32	16,418.70	17,259.08	18,099.46	18,939.84	840.38
22	16,361.10 - 19,886.89	16,361.10	17,242.54	18,123.98	19,005.42	19,886.89	881.44
23	17,179.15 - 20,881.35	17,179.15	18,104.70	19,030.25	19,955.80	20,881.35	925.55
24	18,046.82 - 21,925.41	18,046.82	19,016.46	19,986.10	20,955.74	21,925.41	969.64
25	18,939.84 - 23,021.30	18,939.84	19,960.20	20,980.56	22,000.92	23,021.30	1,020.36
26	19,886.89 - 24,172.31	19,886.89	20,958.24	22,029.59	23,100.94	24,172.31	1,071.35
27	20,881.35 - 25,380.65	20,881.35	22,006.17	23,130.99	24,255.81	25,380.65	1,124.82
28	21,925.41 - 26,654.04	21,925.41	23,107.56	24,289.71	25,471.86	26,654.04	1,182.15
29	23,021.30 - 27,982.55	23,021.30	24,261.61	25,501.92	26,742.23	27,982.55	1,240.31
30	24,172.31 - 29,381.62	24,172.31	25,474.63	26,776.95	28,079.27	29,381.62	1,302.32
31	25,380.65 - 30,790.62	25,380.65	26,733.14	28,085.63	29,438.12	30,790.62	1,352.49
32	26,654.04 - 32,329.71	26,654.04	28,072.95	29,491.86	30,910.77	32,329.71	1,418.91
33	27,982.55 - 33,945.97	27,982.55	29,473.40	30,964.25	32,455.10	33,945.97	1,490.85
34	29,381.62 - 35,714.38	29,381.62	30,964.81	32,548.00	34,131.19	35,714.38	1,583.19
35	30,851.25 - 37,500.43	30,851.25	32,513.54	34,175.83	35,838.12	37,500.43	1,662.29
36	32,393.65 - 39,375.78	32,393.65	34,139.18	35,884.71	37,630.24	39,375.78	1,745.53
37	34,013.22 - 41,344.85	34,013.22	35,846.12	37,679.02	39,511.92	41,344.85	1,832.90
38	35,714.38 - 43,412.04	35,714.38	37,638.79	39,563.20	41,467.61	43,412.04	1,924.41
39	37,500.43 - 45,582.86	37,500.43	39,521.03	41,541.63	43,562.23	45,582.86	2,020.60
40	39,375.78 - 47,861.73	39,375.78	41,497.26	43,618.74	45,740.22	47,861.73	2,121.48

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CITY OF NEWARK
MASTER PAY GRADE SCHEDULE
EFFECTIVE JULY 1 AND SEPT 1, 1980 - 35 HOUR CONVERSION

SCHEDULE C

GRADE	RANGE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	INCREMENT
1	6,774.24 - 8,235.66	6,774.24	7,139.59	7,504.94	7,870.29	8,235.66	365.35
2	7,113.56 - 8,648.49	7,113.56	7,497.29	7,881.02	8,264.75	8,648.49	383.73
3	7,470.04 - 9,079.69	7,470.04	7,872.45	8,274.36	8,677.27	9,079.69	402.41
4	7,842.44 - 9,534.16	7,842.44	8,265.37	8,638.30	9,111.23	9,534.16	422.93
5	8,235.66 - 10,011.92	8,235.66	8,679.72	9,123.78	9,567.34	10,011.92	444.06
6	8,648.49 - 10,511.72	8,648.49	9,114.29	9,580.09	10,045.89	10,511.72	465.80
7	9,079.69 - 11,037.24	9,079.69	9,569.07	10,053.45	10,547.33	11,037.24	489.38
8	9,534.16 - 11,539.72	9,534.16	10,048.05	10,561.94	11,075.83	11,589.72	513.89
9	10,011.92 - 11,941.30	10,011.92	10,494.26	10,976.60	11,453.94	11,941.30	482.34
10	10,511.72 - 12,539.10	10,511.72	11,013.56	11,525.40	12,032.24	12,539.10	506.84
11	11,037.24 - 12,920.06	11,037.24	11,507.94	11,970.64	12,449.34	12,920.06	470.70
12	11,589.72 - 13,565.64	11,589.72	12,093.70	12,577.68	13,071.66	13,565.64	493.93
13	11,941.30 - 14,244.30	11,941.30	12,517.05	13,092.30	13,668.55	14,244.30	575.75
14	12,539.10 - 14,956.02	12,539.10	13,143.33	13,747.56	14,351.79	14,956.02	604.23
15	12,920.06 - 15,703.26	12,920.06	13,615.36	14,311.66	15,007.46	15,703.26	695.30
16	13,565.64 - 16,488.50	13,565.64	14,296.35	15,027.06	15,545.77	16,488.50	730.71
17	14,244.30 - 17,309.24	14,244.30	15,010.53	15,776.76	16,542.99	17,309.24	766.23
18	14,956.02 - 18,179.00	14,956.02	15,761.76	16,567.50	17,373.24	18,179.00	805.74
19	15,703.26 - 19,037.94	15,703.26	16,549.43	17,395.60	18,241.77	19,037.94	846.17
20	16,488.50 - 20,052.02	16,488.50	17,379.33	18,270.26	19,161.14	20,052.02	890.38
21	17,309.24 - 21,044.26	17,309.24	18,242.99	19,176.74	20,110.49	21,044.26	933.75
22	18,179.00 - 22,096.54	18,179.00	19,158.38	20,137.76	21,117.14	22,096.54	979.38
23	19,087.94 - 23,291.50	19,087.94	20,116.33	21,144.72	22,173.11	23,291.50	1,028.39
24	20,052.02 - 24,361.56	20,052.02	21,129.40	22,206.73	23,234.16	24,361.56	1,077.38
25	21,044.26 - 25,579.22	21,044.26	22,178.00	23,311.74	24,445.48	25,579.22	1,133.74
26	22,096.54 - 26,858.12	22,096.54	23,236.93	24,477.32	25,667.71	26,858.12	1,190.39
27	23,201.50 - 28,290.72	23,201.50	24,451.30	25,701.10	26,950.90	28,290.72	1,249.30
28	24,361.56 - 29,615.60	24,361.56	25,675.07	26,988.53	28,302.09	29,615.60	1,313.51
29	25,579.22 - 31,091.72	25,579.22	26,957.34	28,335.46	29,713.58	31,091.72	1,373.12
30	26,858.12 - 32,646.24	26,858.12	28,305.15	29,752.18	31,199.21	32,646.24	1,447.03
31	28,200.72 - 34,211.30	28,200.72	29,703.49	31,206.26	32,709.03	34,211.30	1,502.77
32	29,615.60 - 35,921.90	29,615.60	31,192.17	32,768.75	34,345.32	35,921.90	1,576.57
33	31,091.72 - 37,717.74	31,091.72	32,748.22	34,404.72	36,061.22	37,717.74	1,656.50
34	32,646.24 - 39,682.64	32,646.24	34,405.34	36,164.44	37,923.54	39,682.64	1,759.10
35	34,279.16 - 41,667.14	34,279.16	36,126.15	37,973.14	39,820.13	41,667.14	1,846.99
36	35,992.94 - 43,750.86	35,992.94	37,932.42	39,871.90	41,811.38	43,750.86	1,939.48
37	37,792.46 - 45,938.72	37,792.46	39,829.02	41,865.58	43,902.14	45,938.72	2,036.56
38	39,682.64 - 48,235.60	39,682.64	41,820.38	43,959.12	46,097.36	48,235.60	2,138.24
39	41,667.14 - 50,647.62	41,667.14	43,912.26	46,157.38	48,402.50	50,647.62	2,245.12
40	43,750.86 - 53,179.69	43,750.86	46,193.06	48,465.27	50,822.48	53,179.69	2,357.20

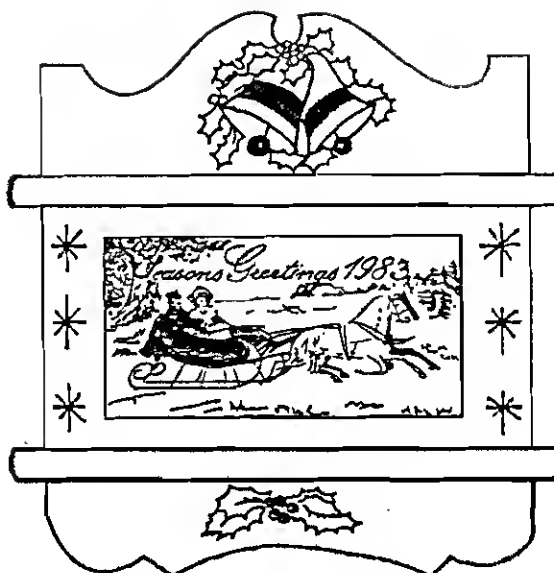
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CITY OF NEWARK
MASTER PAY GRADE SCHEDULE
EFFECTIVE - 1/1/81 35 HOUR CONVERSION

SCHEDULE D

GRADE	RANGE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	INCREMENT
1	7,112.95 - 8,647.44	7,112.95	7,496.57	7,880.19	8,263.81	8,647.44	383.62
2	7,469.23 - 9,080.91	7,469.23	7,872.15	8,275.07	8,677.99	9,080.91	402.92
3	7,843.54 - 9,533.67	7,843.54	8,266.07	8,688.60	9,111.13	9,533.67	422.53
4	8,234.56 - 10,010.86	8,234.56	8,678.63	9,122.71	9,566.78	10,010.86	444.07
5	8,647.44 - 10,512.51	8,647.44	9,113.70	9,579.97	10,046.24	10,512.51	466.26
6	9,080.91 - 11,037.30	9,080.91	9,570.00	10,059.10	10,548.20	11,037.30	489.09
7	9,533.67 - 11,589.10	9,533.67	10,047.52	10,561.38	11,075.24	11,589.10	513.85
8	10,010.86 - 12,169.20	10,010.86	10,550.44	11,090.03	11,629.61	12,169.20	539.58
9	10,512.51 - 12,538.36	10,512.51	11,018.97	11,525.43	12,031.89	12,538.36	506.46
10	11,037.30 - 13,166.05	11,037.30	11,569.48	12,101.67	12,633.86	13,166.05	532.18
11	11,589.10 - 13,566.06	11,589.10	12,083.34	12,577.58	13,071.82	13,566.06	494.24
12	12,169.20 - 14,243.92	12,169.20	12,687.88	13,206.56	13,725.24	14,243.92	518.68
13	12,538.36 - 14,956.51	12,538.36	13,142.89	13,747.43	14,351.97	14,956.51	604.53
14	13,166.05 - 15,703.82	13,166.05	13,800.49	14,434.93	15,069.37	15,703.82	634.44
15	13,566.06 - 16,488.42	13,566.06	14,296.65	15,027.24	15,757.33	16,488.42	730.59
16	14,243.92 - 17,312.92	14,243.92	15,011.17	15,778.42	16,545.67	17,312.92	767.25
17	14,956.51 - 18,174.70	14,956.51	15,761.05	16,565.60	17,370.15	18,174.70	804.54
18	15,703.82 - 19,087.95	15,703.82	16,549.85	17,395.88	18,241.91	19,087.95	846.03
19	16,488.42 - 20,042.33	16,488.42	17,376.89	18,265.37	19,153.85	20,042.33	888.47
20	17,312.92 - 21,054.62	17,312.92	18,248.34	19,183.77	20,119.19	21,054.62	935.42
21	18,174.70 - 22,096.47	18,174.70	19,155.14	20,135.58	21,116.02	22,096.47	980.44
22	19,087.95 - 23,201.36	19,087.95	20,116.30	21,144.65	22,173.00	23,201.36	1,028.35
23	20,042.33 - 24,361.57	20,042.33	21,122.14	22,201.95	23,281.76	24,361.57	1,079.81
24	21,054.62 - 25,579.63	21,054.62	22,185.87	23,317.12	24,448.37	25,579.63	1,131.25
25	22,096.47 - 26,858.18	22,096.47	23,286.89	24,477.32	25,667.75	26,858.18	1,190.42
26	23,201.36 - 28,201.02	23,201.36	24,451.27	25,701.19	26,951.10	28,201.02	1,249.91
27	24,361.57 - 29,610.75	24,361.57	25,673.86	26,986.16	28,298.45	29,610.75	1,312.29
28	25,579.63 - 31,096.38	25,579.63	26,958.81	28,338.00	29,717.19	31,096.38	1,379.18
29	26,858.18 - 32,646.30	26,858.18	28,305.21	29,752.24	31,199.27	32,646.30	1,447.03
30	28,201.02 - 34,278.55	28,201.02	29,720.40	31,239.78	32,759.16	34,278.55	1,519.38
31	29,610.75 - 35,922.39	29,610.75	31,188.66	32,766.57	34,344.48	35,922.39	1,577.91
32	31,096.38 - 37,717.99	31,096.38	32,751.78	34,407.18	36,062.58	37,717.99	1,655.40
33	32,646.30 - 39,603.62	32,646.30	34,385.63	36,124.96	37,846.29	39,603.62	1,739.33
34	34,278.55 - 41,666.77	34,278.55	36,125.60	37,972.66	39,819.71	41,666.77	1,847.05
35	35,993.11 - 43,750.49	35,993.11	37,932.45	39,871.80	41,811.14	43,750.49	1,939.34
36	37,792.58 - 45,938.40	37,792.58	39,829.03	41,865.49	43,901.94	45,938.40	2,036.45
37	39,682.08 - 48,235.65	39,682.08	41,820.47	43,958.86	46,097.25	48,235.65	2,138.39
38	41,666.77 - 50,647.38	41,666.77	43,911.92	46,157.07	48,402.22	50,647.38	2,245.15
39	43,750.49 - 53,180.00	43,750.49	46,107.86	48,465.24	50,822.62	53,180.00	2,357.37
40	45,938.40 - 55,838.67	45,938.40	48,413.46	50,888.53	53,363.60	55,838.67	2,475.06

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Business Administrator
ELTON E. HILL
Personnel Director
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VOL. II, NO. 7

Official Newsletter of the Personnel Division

Special 6th Anniversary HMO Edition

WE BELIEVE THAT THE LATEST DEVELOPMENTS IN THE FIELD OF HEALTH MAINTENANCE ORGANIZATIONS MERIT YOUR SPECIAL CONSIDERATION. THEREFORE, ONCE AGAIN, WE ARE DISTRIBUTING A SPECIAL EDITION OF THE PERSONNEL DEVELOPMENT QUARTERLY.

Currently, there are two Health Maintenance Organizations to which City employees may choose to belong:
Crossroads Health Plan for Essex County Residents See below
Rutgers Community Health Plan (RCHP), for Middlesex and parts of surrounding Counties .. See below

Since 1978, the City has arranged for the services of qualified Health Maintenance Organizations in providing health benefits to those of its employees who prefer this method of health care. Also, it has become a custom for us to provide orientations on behalf of the management of the HMOs for which our employees are eligible. This year, for your convenience, orientations will be held at various on job locations throughout the city. Time schedules have been sent to department directors and agency managers, which will advise you of the exact time and place of the orientation which has been scheduled for your division.

RUTGERS COMMUNITY HEALTH PLAN (RCHP)

RCHP is a comprehensive pre-paid health plan that provides a wide range of health care services for you and your family. Services are provided at the RCHP Health Center or at affiliated providers and hospitals. The Health Center is located on Route 1, in New

Brunswick.

Our Employees are encouraged and welcomed to tour the RCHP Center in New Brunswick, and a new location at One Worlds Fair Drive in Somerset. There will be an open house on November 7, 19, 29 and December 10, 13, 1983.

Locally, RCHP is now offered by approximately 650 companies. Membership now totals approximately 47,000 individuals.

RCHP services residents of all of Middlesex County, most of Somerset and parts of Morris, Union, Monmouth and Mercer Counties. Please refer all questions to RCHP's plan representative Ms. Cathy Allen, (201) 249-5700.

CROSSROADS HEALTH PLAN - 1984 REGISTRATION THIS NOVEMBER FOR JANUARY ENROLLMENT.

Crossroads is the City of Newark's Number 1 alternative health benefit carrier which currently is providing services to our employees through extensive

health care network of over 800 physicians and 16 hospitals. Generally speaking, Crossroads Health Plan has been well received by the many City employees who have utilized its services. Crossroads believes that enrollment of City employees is bound to increase this year, effective January 1, 1984 because payroll deductions will be substantially less than in 1983. See back page for information to determine the scheduled deduction for your category.

You will note in the benefit comparison there are no changes in benefit schedule or the co-payments.

Crossroads representatives will be available throughout the open enrollment period which has been scheduled to commence on November 14, 1983 and end on December 2, 1983. New or renewed coverage will become effective January 1, 1984.

A Crossroads representative is available at 676-1117 to answer all questions.

BENEFITS	BLUE CROSS PRUDENTIAL 1400 B	CROSSROADS HEALTH PLAN	BLUE CROSS BLUE SHIELD 14/20 MAJOR MEDICAL	BLUE CROSS BLUE SHIELD 750 MAJOR MEDICAL	RUTGERS COMMUNITY HEALTH PLAN
Inpatient Hospital No. of Days	covered up to 120 days then at 80% after deductible	covered in full no limit on days	covered up to 120 days then at 80% after deductible	covered up to 120 days then at 80% after deductible	covered in full no limit on days
Room and Board	covered up to semi-private room and board rate	covered up to semi-private room and board rate	covered up to semi-private room and board rate	covered up to semi-private room and board rate	covered up to semi-private room and board rate
Physician Services Surgery	covered up to fee limit, i.e. appendectomy \$280.00	covered in full	covered up to fee limit, i.e. appendectomy \$368.00	covered up to fee limit, i.e. appendectomy \$280.00	covered in full
Consultation	covered up to \$45.00 then at 80% after deductible	covered in full	covered up to \$63.00 then at 80% after deductible	covered up to \$45.00 then at 80% after deductible	covered in full
In the Doctor's Office Doctor's Office Visit	when visit is related to treatment of illness, accident or injury covered at 80% after deductible	covered in full with a \$10.00 co-payment	when visit is related to treatment of illness, accident or injury covered at 80% after deductible	when visit is related to treatment of illness, accident or injury covered at 80% after deductible	covered in full with a \$1.00 co-payment
Physical Exams	not covered	covered in full with a \$10.00 co-payment	not covered	not covered	covered in full with a \$1.00 co-payment
Pediatric Exams	not covered	covered in full with a \$10.00 co-payment	not covered	not covered	covered in full
X-Rays	covered up to \$100.00 then at 80% after deductible	covered in full	covered up to \$125.00 then at 80% after deductible	covered up to \$125.00 then at 80% after deductible	covered in full
Lab Tests	covered up to \$25.00 then at 80% after deductible	covered in full	covered up to \$25.00 then at 80% after deductible	covered up to \$25.00 then at 80% after deductible	covered in full
Maternity Care Obstetrical charges including normal delivery	covered up to \$287.00 then at 80% after deductible	covered in full	covered up to \$420.00 for normal delivery	covered up to \$300.00 then at 80% after deductible	covered in full
Caesarean Delivery	covered up to \$465.00 then at 80% after deductible	covered in full	covered up to \$651.00 then at 80% after deductible	covered up to \$465.00 then at 80% after deductible	covered in full
Hospital	covered up to 120 days then at 80% after deductible	covered in full	covered up to 120 days then at 80% after deductible	covered up to 120 days then at 80% after deductible	covered in full
Well Baby Care	not covered	covered in full with a \$10.00 co-payment	not covered	not covered	covered in full with a \$1.00 co-payment

BENEFITS	BLUE CROSS PRUDENTIAL 1400 B	CROSSROADS HEALTH PLAN	BLUE CROSS BLUE SHIELD 14/20 MAJOR MEDICAL	BLUE CROSS BLUE SHIELD 750 MAJOR MEDICAL	RUTGERS COMMUNITY HEALTH PLAN
Emergency Room Services In area treat- ment of illness	covered at 80% after deductible	covered in full with a \$25.00 co-payment, if hospitalization follows co-payment is waived.	covered up to \$21.00 then at 80% after deductible	covered at 80% after deductible	covered in full when authorized
In area treat- ment of injury	covered up to \$15.00 then at 80% after deductible	covered in full with a \$25.00 co-payment, if hospitalization follows co-payment is waived	covered up to \$21.00 then at 80% after deductible	covered up to \$15.00 then at 80% after deductible	covered in full when authorized
Out of area treatment of injury	covered up to \$15.00 then at 80% after deductible	covered up to usual customary and reasonable fee	covered up to \$21.00 then at 80% after deductible	covered up to \$15.00 then at 80% after deductible	covered in full
Ambulance	covered at 80% after deductible	covered in full	covered at 80% after deductible	covered at 80% after deductible	covered in full when authorized
Other Services Out Patient Physical Therapy	covered up \$50.00 then at 80% after deductible	covered in full with a \$10.00 co-payment for short term physical ther- apy	covered up to \$50.00 then at 80% after deductible	covered up \$50.00 then at 80% after deductible	covered in full for short term physical therapy
Eye Exams	not covered	covered with \$10.00 co-payment	not covered	not covered	covered in full with a \$1.00 co-payment
Blood	covered for use of transfusion equipment administration of blood - blood plasma or other blood components or derivatives	covered for - use of transfusion equipment, administration of blood	covered for use of transfusion equipment administration of blood - blood plasma or other blood components or derivatives	covered for use of transfusion equipment administration of blood - blood plasma or other blood components or derivatives	covered for - use of transfusion equipment administration of blood
Dental	covered for - oral surgery on sound natural teeth as a result of accident cancerous lesions or restructuring of jaw and bony teeth impaction excluding the extraction of teeth	covered for - oral surgery when authorized by a participating physician on sound natural teeth as a result of accidents, cancerous lesions or re-restructuring of jaw and bony teeth impaction excluding the extraction of teeth	covered for - oral surgery on sound natural teeth as a result of accident cancerous lesions or restructuring of jaw and bony teeth impaction excluding the extraction of teeth	covered for - oral surgery on sound natural teeth as a result of accident cancerous lesions or restructuring of jaw and bony teeth impaction excluding the extraction of teeth	covered for - the removal of impacted molars and bi-cuspid that are common to the medical and dental professions when authorized One or two visits for evaluation. \$1 per visit. First 20 visits for therapy. \$1 per visit. Additional visits for therapy. \$15 per visit Up to 30 days inpatient Room & Board, Professional Services, Drugs, Nursing Care, per Calendar Year. Plan-Affiliated Physician may substitute Two Day or Night sessions for each hospital day. (No charge)
Mental Health Care Out-patient	\$20 maximum per visit or 50% if less.	covers up to 20 days in full with a \$30 co-payment per visit for short-time evaluation, crisis intervention and referral	\$20 maximum per visit or 50 % if less.	\$20 maximum per visit or 50% if less	
In-patient	20 days maximum for hospital.	Covered in full for 20 days	30 days maximum benefit paid in hospital	30 days maximum, benefit paid in hospital.	
Supplemental Benefits Prescription Drugs	covered at 80% after deductible	covered at 80% after deductible	covered at 80% after deductible	covered at 80% after deductible	not covered
Prosthetic Devices	covered at 80% after deductible	covered at 80% after deductible	covered at 80% after deductible	covered at 80% after deductible	not covered
Dependant Age Unmarried-non- student	covered up to age 19	covered up to age 19	covered up to age 19	covered up to age 19	covered up to age 19
Unmarried-full time student	covered up to age 23*	covered up to age 23*	covered up to age 23*	covered up to age 23*	covered up to age 23*

Health Maintenance Organizations (HMO's)

Payroll Deductions (Per Pay)

Crossroads Health Plan

<u>Employees Represented By</u>	<u>Single</u>	<u>Husband & Wife</u>	<u>Family</u>	<u>Parent & Child</u>
Superior Police Officers Association	\$3.06	-	-	-
Superior Police Officers Association (Retirees)	\$4.68	-	\$.59	-
Fraternal Order of Police	\$3.06	-	-	-
Fraternal Order of Police (Retirees)	\$4.68	-	\$.59	-
Professional Fire Officers Association	\$5.86	-	\$ 2.48	-
Professional Fire Officers Association (Retirees)	\$4.68	-	\$.59	-
Firemen's Mutual Benevolent Association	\$5.86	-	\$ 2.48	-
Patrolmen's Benevolent Association	\$5.45	\$.67	\$.59	-
Police Employees Association	\$3.06	-	-	-
Civil Service Association, Essex Council #1	\$7.92	\$5.88	\$11.23	-
American Federation of State, County, & Municipal Employees, Local 2297 & 2299	\$7.92	\$5.88	\$11.23	-
Teamsters, Local 945	\$7.92	\$5.88	\$11.23	-
Building Trades Bargaining Unit	\$7.61	\$3.83	\$ 8.76	-
New Jersey Nurses Association	\$7.61	\$3.83	\$ 8.76	-
School Crossing Guards, Local 617	\$7.92	\$5.88	\$11.23	-
Trades Benevolent Association	\$7.61	\$3.83	\$ 8.76	-
Library	\$7.61	\$3.83	\$ 8.76	-
Management of Appointed Officials	\$3.06	-	-	-
All Other Retirees	\$5.45	\$.67	\$.59	-

Rutgers Community Health Plan

Building Trades Bargaining Unit	\$.58	-	-	-
New Jersey State Nurses Association	\$.58	-	-	-
Trades Benevolent Association	\$.58	-	-	-
Civil Service Association, Essex Council #1	\$.89	-	-	-
Library	\$.89	-	-	-
American Federation of State, County and Municipal Employees (AFSCME 2297 & 2299)	\$.89	-	-	-
School Crossing Guard, Local 617	\$.89	-	-	-
Teamsters, Local 945	\$.89	-	-	-
Police Employees Association	\$.89	-	-	-

Note: The above payroll deductions are per pay (26 pays).

Blue Shield's P.A.C.E. Plan

During this past year, representatives of several bargaining units, through arbitration, have obtained the Blue Shield of New Jersey's P.A.C.E. plan, which pays in full, at usual and customary charges, many of the medical-surgical services covered by the City's Blue Shield Contract.

The Blue Shield P.A.C.E. Program has "Service Benefits" for everyone. Regardless of your income, it pays your bill in full for any of thousand of medical and surgical services covered by your contract, when they are performed by a P.A.C.E. participating physician.

The following benefits are provided to subscribers of Blue Shield of New Jersey's P.A.C.E. Program:

- *Surgical Services
- *Second opinion Consultation Services
- *Anesthesia Services
- *Physicians' Medical Services in the hospital
- *Maternity Services
- *In-hospital Consultation
- *Shock Therapy Services
- *Dental Surgical Services
- *Physicians' Outpatient Services
- *Emergency Medical Services
- *Physicians' Services in a Member Skilled Nursing Facility
- *Physicians' Services under a Home Care Program.

*BASIC HEALTH BENEFITS COVERAGE FOR DEPENDENT
CHILDREN OF NON-UNIFORMED EMPLOYEES

Blue-Cross, Blue-Shield covers your dependent children through the end of the year in which their 19th birthday occurs. At your request, and at your expense, Blue-Cross and Blue-Shield will provide a "student" policy to cover your dependent child until he/she reaches age 23. You need purchase for dependent child only the coverage which is necessary. You can purchase Blue-Cross separately or Blue-Cross, Blue-Shield coverage in combination. You need not purchase additional major-medical coverage for your qualified dependent child because under our policy with the Prudential, major-medical coverage is provided for students up to age 23. "Student" policies may be obtained directly from Blue-Cross, Blue-Shield by calling (201) 456-3033 or from Medical Claims Office Room 211, City Hall, 733-3929.

*BASIC HEALTH BENEFITS COVERAGE FOR DEPENDENT
CHILDREN OF UNIFORMED EMPLOYEES

The dependents of employees who are represented by the Police Superior Officers Association (including Superior Identification Officers) and the Fraternal Order of Police, are covered for hospital and medical surgical benefits until they reach age 23.

1 EMPLOYEE GROUP/ UNION	2 NO. OF EMPL.	3 HOSP. BLUE CROSS	4 SURGICAL B/S 14/20 B/S 750 PRU 14008	5 RIDER J BC/BS	6 EMERG. RM. RIDER BC/BS	7 MAJOR MEDICAL PRU	8 PRESC. PLAN \$1.50 CO-PAY BLUE CROSS	9 DENTAL BC & GROUP DENTAL ASOC.	10 LIFE INSUR. PRU \$5,000/ \$10,000 A.D.D.	11 LONGEVITY	12 SICK LEAVE	13 BUY BACK OF SICK TIME
Police Superior Officers (SOA)	234	X	P.A.C.E. (25% P/R ded.) C 7/83	X (incr. to \$250) C 7/83	X	X	X	Dual Choice	X	4%-14% 4-29 years current Pay	up to 1 year	
Paternal Order of Police (FOP)	501	X	P.A.C.E. (25% P/R ded) C 9/83	X (incr. to \$250) C 9/83	X	X	X	Dual Choice	X	3-13%; 4-29 yrs. Curr.-Anniv C 1/83	Up to 1 yr.	
Police Superior Identification Officers (SIOA)	9	X	14/20	X	X	X	X	Dual Choice	X	3-13%; 4-29 yrs. Current Pay C-1/83	15 Days	
Police Identifi- cation Officers (PBA)	18											
Office Emp- loyee Ass'n (PEA)	32	X	750	Optional; P/R Ded.	X	X	X	Dual Choice C 10/83	X	2% - 10% 10 - 30 yrs Prior Jan 1	15 days	X
School Crossing wards (SEIU Local 617)	125	X	750 C 1/83	Optional; P/R ded.		X	X	Closed Panel N 1/83	X	2%-10%; 10-30 years Prior Jan.1	10 days	X
Police Superior Officers (IAFF)	210	X	14/20	X	X	X	X	Dual Choice	X	4% - 14% 5 - 30 yrs. Curr. Jan 1	Up to 1 yr.	
Firefighters (IABA)	680	X	14/20	X	X	X	X	Dual Choice (Incr. Ortho) C 1/83	X	4%-14%; 5-30 years Current Pay	up to 1 year	

20874.49
22734.52

1983

1983

EMPLOYEE GROUP/ POSITION	14 VACATION LEAVE	15 PERSONAL DAYS	16 HOLIDAYS/HOLIDAY PAY	17 FUNERAL LEAVE	18 ACCRUED COMP. DAYS	19 DETECTIVE ALLOWANCE	20 UNIFORM ALLOWANCE	21 HAZARDOUS DUTY PAY	22 TRAVEL ALLOWANCE	23 EDUCATION TUITION REIMBURSEMENT
Police Superior Officers (SOA)	Sgt. -23 Lt., L.A. -25 Capt. - 26 Insp. - 28 C 1/83	See Next Column	15 days (12 Paid; 3 comp time)	5 Cal. days C 1/83	3/year (max 75)	\$480/year	\$600/year	\$300/year shift diff.	use of cars per arbit	\$100/Semester (maximum) Grade of "A" - \$100 Grade of "B" - \$75 Grade of "C" - \$50
Internal Order Police (FOP)	21 C 1/83	See Next Column	15 Days (12 Paid; 3 Comp. Time)	3 Work Days	3/yr. (Max 75)	\$480/yr.	\$600/yr.			Same as Above
Police Superior Identification Officers (SIOA)	Asst. Chief I.O. Off. -25 Chief I.O. Off. -28 C-1/83	See Next Column	15 Days (12 paid; 3 comp. time)	5 Cal. days C 1/83	3/yr. (Max 75)	\$500/yr.				Same as Above
Police Identification Officers (IGA)										
Police Employee Ass'n (EA)	1-9 yrs: 12 10-19 yrs: 15 20+yrs: 20	See Next Column	13 days (10 Paid; 3 Comp. Time)	3 Work Days		\$450/yr. C 1/83				Same as Above
Pool Crossing Guards (SEIU cal 617)	1-9 yr:12 10-19 yr:15 20+yr:20		Board of Ed. Holidays	1 work day		\$200/year				same as above
Fire Superior Officers (IAFF)	Capt. - 20 Batt. Chf. -22 C 1/83	3/yr	12 Paid @ 11½ hrs./day	6 cal. days	3/yr.	\$500/yr.				Same as Above
Firefighters (MBA)	16 C 1/83	3/year	13 paid @ 11½ hrs/day	6 cal. days	3/year	\$500/year		\$.10/hr from 4 p.m.-8 a.m.		same as above

1983

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1 EMPLOYEE GROUP/ UNION	2 NO. OF EMPL.	3 HOSP. BLUE CROSS	4 SURGICAL B/S 14/20 B/S 750 PRU 1400B	5 RIDER J BC/BS	6 ENERG. RM. RIDER BC/BS	7 MAJOR MEDICAL PRU	8 PRESC. PLAN \$1.50 CO-PAY BLUE CROSS	9 DENTAL BC & GROUP DENTAL ASOC.	10 LIFE INSUR. PRU \$5,000/ \$10,000 A.D.D.	11 LONGEVITY	12 SICK LEAVE	13 BUY BACK OF SICK TIME
White Collar Workers (Essex Council #1)	600	X	750	Optional; P/R ded.		X	X	Closed Panel	X	2%-10%; 10-30 years Prior Jan 1	15 days	X
Blue Collar Workers, Teamsters, Local 945)	450	X	750	Optional; P/R ded.		X	X	Closed Panel (\$2 P/R ded.) N 1/83	X	2%-10%; 10-30 years Prior Jan 1	15 days	X
Supervisors AFSCME Local 297)	120	X	750	Optional; P/R ded.		X	X	Closed Panel (\$2 P/R ded.) C 1/83	X	2%-10%; 10-30 years Prior Jan 1	15 days	X
Inspectors AFSCME Local 2299)	130	X	750	Optional; P/R ded.		X	X	Closed Panel (\$2 P/R ded.) C 1/83	X	2%-10%; 10-30 years Prior Jan 1	15 days	X
Building Trades Union. (BTBC)	85	X	14/20 c 8/83	Optional; P/R ded.		X	X N 8/83	Closed Panel	X	2%-10%; 10-30 yrs. Prior Jan. 1	15 days	X
Ades Bene- volent Assn. (BA)	42	X	14/20	Optional; P/R ded.		X	X	Closed Panel (\$2 P/R ded.) C 1/83	X	2%-10%; 10-30 years Prior Jan 1	15 days	X

1 EMPLOYEE GROUP/ UNION	2 NO. OF EMPL.	3 HOSP. BLUE CROSS	4 SURGICAL B/S 14/20 B/S 750 PRU 1400B	5 RIDER J BC/BS	6 EMERG. RM. RIDER BC/BS	7 MAJOR MEDICAL PRU	8 PRES. PLAN \$1.50 CO-PAY BLUE CROSS	9 DENTAL BC & GROUP DENTAL ASOC.	10 LIFE INSUR. PRU \$5,000/ \$10,000 A.D.D	11 LONGEVITY	12 SICK LEAVE	13 BUY BACK OF SICK TIME
Library (AFSCME, Local 2298)	200	X	750	Optional; P/R ded.		X	X	Closed panel	X	2%-10%; 10-30 years Prior Jan. 1	15 days	X
Management	135	X	14/20	Optional; P/R ded.	X	X	X	Dual Choice	X	2%-10%; 10-30 years Prior Jan. 1	15 days	X
Unrepresented Employees, in- cluding Grant Programs	450	X	750	Optional; P/R ded.		X	X	Closed Panel	X	2%-10%; 10-30 years Prior Jan. 1	15 days	X
New Jersey Nurses Association	40	X	14/20	Optional; P/R ded.		X	X	Closed Panel (\$2 P/R ded.) C 1/83	X	2%-10%; 10-30 years Prior Jan. 1	15 days	X

N 1/83

1983

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14	15	16	17	18	19	20	21	22	23	
EMPLOYEE GROUP/ ACTION	VACATION LEAVE	PERSONAL DAYS	HOLIDAYS/ HOLIDAY PAY	FUNERAL LEAVE	ACCRUED COMP. DAYS	DETECTIVE ALLOWANCE	UNIFORM ALLOWANCE	HAZARDOUS DUTY PAY	TRAVEL ALLOWANCE	EDUCATION TUITION REIMBURSEMENT
Library AFSCME, Local 2298)	1-9 year:12 10-19 yr:15 20+yr:20		13 days off with pay	Sick Time Used						\$100/Semester (maximum "A" - \$100 "B" - \$75 "C" - \$50
Management	Same as above		13 days off with pay	Sick Time Used						Same as above
Unrepresented employees, in- cluding Grant Programs	Same as above		13 days off with pay	Sick Time Used						Same as above
New Jersey Nurses Association	Same as above		13 days off with pay	Sick Time Used			\$50/yr. N 1/83		\$3.50/day	Same as above

7RBE1.02181

1-8/2-00

Resolution of the City of Newark, N. J.

No. 7RBE

Date of Adoption OCT 21 1981

TITLE

RESOLUTION AUTHORIZING MAYOR AND BUSINESS ADMINISTRATOR TO EXECUTE LABOR AGREEMENT ON BEHALF OF CITY OF NEWARK WITH ESSEX COUNCIL NO. 1, NEW JERSEY CIVIL SERVICE ASSOCIATION FOR THE PERIOD JANUARY 1, 1979 THROUGH DECEMBER 31, 1982

Approved as to Form and Legality on Basis of Facts Set Forth

Factual contents certified to by

Councilman

Presents the following Resolution:

BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE CITY OF NEWARK, NEW JERSEY:

1. That the Essex Council No. 1, New Jersey Civil Service Association has been certified by the Public Employment Relations Commission as the majority representative for certain employees of the City of Newark, New Jersey, as that term is used in the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq.
2. That the City of Newark has negotiated in good faith with the said majority representative over terms and conditions of employment for the period January 1, 1979 through December 31, 1982.
3. That this agreement shall be binding on all employees in the unit represented by said majority representative, whether or not they are members of such representative, as provided for in N.J.S.A. 34:13A-5.3.
4. That the Mayor and the Business Administrator of the City of Newark, New Jersey, are hereby authorized to execute the aforementioned labor agreement on behalf of the City of Newark, New Jersey.
5. That executed copies of the labor agreement will be filed with the office of the City Clerk and the Public Employment Relations Commission c/o Public Sector Librarian, IMLR Library-Rutgers University, Ryders Lane and Clifton Avenue, New Brunswick, N. J. 08907.

CITY CLERK'S OFFICE
NEWARK, N.J.

1981 OCT -9 PM 4:45

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RECORD OF COUNCIL VOTE ON FINAL PASSAGE														
COUNCILMAN	AYE	NAY	N.V.	A.B.	COUNCILMAN	AYE	NAY	N.V.	A.B.	COUNCILMAN	AYE	NAY	N.V.	A.B.
BOTTONE	S	✓			JAMES	✓				TUCKER	✓			
CARRINO	M	✓			JOHNSON	✓				VILLANI				✓
GRANT		✓			MARTINEZ	✓				HARRIS Pres.	✓			
✓ — Indicates Vote					A.B. — Absent					N.V. — Not Voting				

30

OCT 21 1981

Adopted at a meeting of the Municipal Council of the City of Newark, N. J.

Core Harris
President of the Council

Frank Dascenzo
City Clerk

DA-3

8/1021

7RBE

Essex Council No. 1

The collective bargaining agreement with Essex Council No. 1 provides for 5% salary increases January 1, 1979 and January 1, 1980.

Effective September 1, 1980 those employees covered by this agreement working a thirty (30) hour week received an 11 1/9% salary increase. In exchange for this increase the employee's work week was increased to thirty five (35) hours. (An increase of 16 2/3%)

For 1981, all employees received a 5% increase. The average employee earns \$14,000. per year. The cost of the increase for 1000 Civil Service employees will be approximately \$700,000. in 1981.

The travel allowance for employees using their personnel vehicles for City business was increased from \$2.50 to \$3.00 per day.

In addition, this agreement provides for the "buy back" of sick days. The program will pay retiring employees for unused sick leave as follows:

0 - 50 days accumulated - no payment

51 -150 days accumulated - 25% of average daily earnings over the twelve (12) preceding months.

over -150 days accumulated - 50% of average daily salary over the preceding twelve (12) months to a maximum of \$12,000.